

**ARTICLE 47**  
**EFFECT OF CIVIL SERVICE COMMISSION RULES, REGULATIONS AND**  
**COMPENSATION PLAN**

The parties recognize that this Agreement is subject to the Rules and Regulations of the Civil Service Commission and the Civil Service Compensation Plan. The parties therefore adopt and incorporate herein such Rules and Regulations (except Rules governing prohibited subjects of bargaining) and the Compensation Plan provided that the subject matter of such Rules, Regulations and Compensation Plan is not covered in this Agreement.

Except as otherwise provided in the Civil Service Rules and Regulations, if the subject matter of a proper subject of bargaining is addressed in this Agreement, the provisions of this Agreement shall govern entirely.

Except as otherwise provided in the Civil Service Rules and Regulations, where any provision of this Agreement is in conflict with any current Commission Rule or Provision of the Compensation Plan regarding a proper subject of bargaining, the parties will regard Commission approval of this Agreement as an expression of policy by the Commission that the parties are to be governed by the provisions of this Agreement.

The parties agree that upon appointment to a different classification series, movement into or within the Bargaining Unit, in those circumstances where the employee does not meet the experience requirements for the journey (experienced) level, the employee's rate of pay shall be maintained at the previous rate of pay until the employee becomes eligible for the experienced level of the new classification series, provided the previous rate of pay does not exceed the maximum of the new experienced level class. In such cases the employee shall be paid at the maximum of the new experienced level class.